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## MINUTES OF DCI/MAG MEETING, 4 October 1977

1. DCI/MAG met 4 October 1977 from 1000 to 1130 hours in the DCI Conference Room. [REDACTED]

[REDACTED] Mr. Blake.

2. Mr. Blake presented his current overview of the Agency to assist MAG's perspective on its current role and relationship with upper management. Remarking that a new DDCI would be named after the first of the year, Mr. Blake went on to say that the current state of the Agency as a body was difficult to assess. Accordingly, he looked at each of the four Directorates in turn. Concerning the DDO, Mr. Blake made three observations. First, he noted the general restiveness among DDO people over the current reduction in force. In general the idea of the Headquarters component reduction is not opposed, but many individuals have personal concerns. Secondly, there is an uneasy reaction to the running display of public exposures of Agency activities. Mr. Blake forecast that such exposures are likely to continue and noted the need for a law providing criminal sanctions against unauthorized disclosures. Thirdly, there is the need to feel appreciated. Mr. Blake said he sees a growing awareness "in town" of the need to protect the Agency from attack. The implication was that Congress and the White House were having this perception. Regarding the DDI, the central question now is, "Where is it?" This question arises from the current community restructuring. Mr. Blake points out that this is largely a matter of organization charts, and should not involve physical moves. Therefore, the majority of DDI people will not be directly affected in their daily duties. For DDS&T, Mr. Blake feels the current main issue is whether or not it can retain its supremacy in sensor technology in its role in national programs. The DDA, Mr. Blake said, may be in better shape than the other Directorates in that its mission remains intact. He did note the importance of leaving the DDA organically in CIA, rather than redesignating it as a community unit.

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3. Mr. Blake then addressed the question of where the Agency is going from here. Briefly, he reviewed the DCI's new responsibilities, especially in the areas of budget and community tasking. E.O. 11905 is now undergoing drafting. The ADDCI emphasized the need for all Agency activities to be properly rooted in clear legal authorities. The new E.O. is expected to be issued in late October. Further legislation must be prepared to support the DCI's desire to change the community structure. Mr. Blake reviewed the DCI's idea for having four "vice-presidents" to handle production, collection, budget and evaluation, and administration. Included is a possible deputy for the DCI whose status would not be the same as the present DDCI. In summary, Mr. Blake said that a new CIA is being created because the original theory has not worked out, particularly in law.

4. Mr. Blake then addressed himself to the MAG agenda items (attached).

A. Looking at MAG's role, the ADDCI said he would try to give some appropriate tasking. However, he noted that in this time of flux, MAG should continue to exercise its own initiative. As one suggestion, he mentioned the DCI's wish for feed-back about on-going items such as the various public relations projects. Mr. Blake also referred to the list of questions frequently asked of the DCI on his first field visit, and said the DCI is considering the institution of a monthly report to the field.

B. Mr. Blake expressed interest in the hotline proposal, noting that it would obviously require considerable staff work to set up. He raised the questions of who would be on the other end of the phone, and whether that hot-line answerers would tend to become ombudsmen. He asked that MAG submit more details on the idea as they are developed.

C. Regarding employee sabbaticals to industrial firms, Mr. Blake explained that while there is some precedent, he preferred that the idea be held until spring when the general situation in the Agency should be more settled.

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D. On the question of employees' personal legal responsibilities for on-duty actions, Mr. Blake suggested that most questions may be answered by some notices which are now in preparation, and advised deferral until those notices are available.

E. Mr. Blake noted that the work-load implications of a revision of E.O. 11652 on classification procedures could be "awesome," but had no detailed remarks to make about it.

5. Mr. Blake then left the meeting with the thanks of MAG for his time, his candor, and his very useful perspectives and information.

6. Mr. Ben Evans suggested that MAG contact the IG, Mr. Waller, who wishes to reply to some previous MAG queries on grievance procedures. Also, Mr. Evans suggested MAG invite the current White House Fellow, Mr. Tom Harvey, to present his perceptions of the Agency in about December. Also discussed were matters concerning reconstitution in Mr. Evans' office of a MAG reading file, and matters affecting the MAG annual report draft.

7. MAG as a body decided after some discussion to devote its next meeting to examining the present structure and method of work of MAG to see if changes should be recommended.

Respectfully submitted,



MAG Secretary

for September 77

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## DCI/MAG AGENDA ITEMS FOR MEETING

WITH ADDCI, 4 OCTOBER 1977

## 1. Discussion of MAG's role:

At this point in CIA history, MAG believes it could contribute best by responding to specific tasking by upper management. While MAG would continue to be alert to ideas arising at the working level, we feel the uncertainty prevailing among individuals concerning their futures and the Agency's is momentarily inhibiting open initiatives which MAG could develop. Accordingly, MAG is likely to be more useful, until that uncertainty dissipates, by cooperating with management on specific projects which management wishes to press to restore confidence, sense of purpose, pride, and interest.

## 2. Hotline:

A hotline for informational and counselling purposes may be of use in alleviating individual concerns. MAG has in hand a specific employee suggestion emphasizing psychological support, while NPIC has some experience with a hotline for information. OMS and OS have relevant experience and data. An early proposal is possible to generate.

## 3. Sabbaticals:

A former MAG member suggests consideration of a sabbatical program with emphasis on business and industry rather than schools. This vehicle could help to improve our middle-management capabilities relatively soon. Obvious problems include attitude of component chiefs and private firms concerning our mutual association.

## 4. Employees' legal responsibilities:

MAG senses a need to examine current Agency policy and consider whether it should be amended to enhance employee confidence that they are legally tasked and properly supported should their actions come under legal review. Present policy, rightly or wrongly, seems generally perceived as throwing the action officers to the wolves.

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5. Revisions of E.O. 11652:

Proposed revision could drastically alter classification procedures for documents. Impact on our staffing for document controls may be major and perhaps could be anticipated to avoid inefficient adjustments to changes.

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